

Table 2. Pearson Correlations of Cost, Quality and RN staffing in Massachusetts Hospitals with High and Low RN Wages

	<u>Teaching</u>	<u>Profit</u>	<u>ER Volume</u>	<u>N</u>
RN Hourly Wage	0.840**	0.569*	0.554*	16
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	<u>Hospital Charges</u>	<u>Profit</u>		<u>N</u>
Ratio of RNs on Medical-Surgical Units	-0.646**	-0.504*		16
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	<u>Patient Satisfaction</u>			<u>N</u>
Ratio of RNs on Critical Care Units	-0.781**			16
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** p <0.01

* p <0.5

Data Sources:

1. Massachusetts Nurses Association Mean Hourly Wage for RNs represented for collective bargaining
2. Massachusetts Hospital Association, Patient's First Projected Registered Nurse Staffing for Step-Down, Critical Care and Medical Surgical Units in 2010. <http://www.patientsfirstma.org>
3. Division of Health Care Finance and Policy. (November, 2009). *Measuring Health Care Quality and Cost in Massachusetts*. Boston: Commonwealth of Massachusetts.
4. Division of Health Care Finance and Policy (July, 2009). *Inpatient Hospital Discharge Database Documentation Manual, Fiscal Year 2008*. Boston: Commonwealth of Massachusetts
5. Division of Health Care Finance and Policy (June 23, 2009). *Massachusetts Emergency Room Visit Volume, FY 2007*. Boston: Commonwealth of Massachusetts
6. Division of Health Care Finance and Policy (December, 2008). *Massachusetts Acute Hospital Financial Performance: FY 04 through FY 08 Q3*. Boston: Commonwealth of Massachusetts